## No FEAR Act FY21 Q4 Report

Comparative Data		Previous Fiscal Year Data								
Complaint Activity	2016	2017	2018	2019	2020	4th Qtr FY21				
Number of Complaints Filed	43	26	39	25	31	48				
Number of Complainants	41	26	39	24	31	47				
Repeat Filers	2	0	0	1	0	1				

Comparative Data		Previo	us Fiscal Ye	ar Data		
Complaints by Basis  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	4th Qtr FY21
Race	8	8	8	4	8	20
Color	1	1	4	0	5	4
Religion	3	5	1	0	1	3
Reprisal	30	11	24	16	21	22
Sex	20	9	20	9	15	18
Pregnancy Discrimination Act	1	4	0	0	0	2
National Origin	7	0	4	4	2	5
Equal Pay Act	1	0	0	0	0	0
Age	12	5	8	7	6	7
Disability	12	12	12	13	8	7
Genetic Information Non-Disclosure	0	1	0	0	2	0
Non-EEO	0	0	1	0	1	0

Comparative Data		Previo	us Fiscal Ye	ar Data		
Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	4th Qtr FY21
Appointment/Hire	4	2	6	2	1	1
Assignment of Duties	11	7	9	9	13	8
Awards	5	1	2	3	0	3
Conversion to Full-time	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	7	1	2	5	2	1
Removal	0	0	0	4	5	2
Suspension	1	4	0	0	1	0
Letter of Warning	4	5	2	1	1	5
Other	0	0	0	0	0	0
Duty Hours	17	1	0	2	2	0
Evaluation Appraisal	26	9	11	17	17	8
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	28	12	21	15	18	20
Sexual	2	2	0	0	6	2
Medical Examination	4	2	0	4	2	0
Pay (Including Overtime)	6	4	0	1	1	2
Promotion/Non-Selection	37	5	12	11	5	13
Reassignment						
Denied	6	1	4	5	7	5
Directed	6	1	3	4	2	0
Reasonable Accommodation	12	4	4	1	5	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	2	1	0	1	0	1
Sex-StereoTyping	0	0	0	0	1	0
Telework	0	0	0	0	0	0
Termination	3	2	3	3	2	4
Terms/Conditions of Employment	20	10	20	13	5	10
Time and Attendance	12	1	3	4	0	4
Training	11	6	3	1	7	2
Other	0	0	0	0	13	0

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Comparative Data		Previo	us Fiscal Ye	ar Data		
Processing Time	2016	2017	2018	2019	2020	4th Qtr FY21
Complaints pending during fiscal year						
Average number of days in investigation stage	453	613	615	436	390	343
Average number of days in final action stage	72.5	63	58	57	71	80
Complaint pending during fiscal year where hearing was						
requested						
Average number of days in investigation stage	319.33	643	609	397	373	370
Average number of days in final action stage	94	0	40	0	0	0
Complaint pending during fiscal year where hearing was						
not requested						
Average number of days in investigation stage	433.66	604	661	508	312	311
Average number of days in final action stage	59.6	63	61	58.5	90	85

Comparative Data		Previous Fiscal Year Data								
Complaints Dismissed by Agency	2016	2017	2018	2019	2020	4th Qtr FY21				
Total Complaints Dismissed by Agency	12	13	6	3	6	11				
Average days pending prior to dismissal	61	100	159	35	66	49				
Complaints Withdrawn by Complainants										
Total Complaints Withdrawn by Complainants	2	2	3	2	5	1				

Comparative Data		Previo	us Fiscal Ye	ar Data		
Pending Complaints Filed in Previous Fiscal Years by Status	2016	2017	2018	2019	2020	4th Qtr FY21
Total complaints from previous Fiscal Years	50	70	46	48	41	56
Total Complainants	42	63	44	47	40	54
Number complaints pending						
Investigation	13	28	7	2	4	0
ROI Issued, Pending Complainants Action	0	1	1	1	0	0
Hearing	28	31	30	36	34	49
Final Action	2	4	1	6	1	9
Appeal with EEOC Office of Federal Operations	7	6	7	3	2	3

Comparative Data			Previous F	iscal Year D	ata	
Complaint Investigations	2016	2017	2018	2019	2020	4th Qtr FY21
Pending Complaints Where Investigations Exceeds Required Time Frames	15	23	14	31	34	21

Comparative Data		Previous Fiscal Year Data										
Total Final Actions Finding Discrimination	2016#	2016%	2017#	2017%	2018#	2018%	2019#	2019%	2020#	2020 %	2021 #	2021 %
Total Number Findings	0		1		0		1		1		2	
Without Hearing	0	0	0	0	0	0	0	0	1	100%	2	100%
With Hearing	0	0	1	100%	0	0%	1	100%	0	0%	0	0

Comparative Data					Previou	ıs Fiscal Year Dat	<u></u>					
Findings of Discrimination Rendered by Basis  Note: Complaints can be filed alleging multiple bases. The sum of	2016 #	2016%	2017 #	2017 %	2018 #	2018 %	2019 #	2019%	2020#	2020 %	2021 #	2021 %
the bases may not equal total complaints filed.  Total Number Findings												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100%	0	0	1	100%	0	0	1	100%
Sex	0	0	1	100%	0	0	1	100%	0	0	0	0
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100%	0	0	0	0	0	0	0	0
Disability	0	0	1	100%	0	0	1	100%	1	100%	1	100%
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	O	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100%	0	0	1	100%	O	0	0	0
Sex	0	0	1	100%	0	0	1	100%		0	0	0
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	C	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	O	0	0	0
Age	0	0	1	100%	0	0	0	0	0	0	0	0
Disability	0	0	1	100%	0	0	1	100%	O	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	C	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	C	0	0	0
Findings Without Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	C	0	0	0
Reprisal	0	0	0	0	0	0	0	0	C	0	1	100%
Sex	0	0	0	0	0	0	0	0	O	0	0	0
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	_	0	0	0	0	0
Disability	0	0	0	0	0	0		0	1	100%	1	100%
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO											•	· ·
Comparative Data					Previou	s Fiscal Year Dat	! 'a					
Findings of Discrimination Rendered by Issue	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %
Total Number Findings	2020 #	1010 /0	2027	1017 /0	2020 #	2020 70	2020	1017 /0	1010 "	2020 70		2022 70
Appointment/Hire	0			_				_				9
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	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0 0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties Awards	0 0	0	0	0	0	0	0	0 0	0	0	0	0
Assignment of Duties Awards Conversion to Full-time	0	0 0	0 0 0	0	0	0 0 0	0	0 0	000000000000000000000000000000000000000	0	0 0	0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action	0 0	0 0	0 0	0	0	0	0	0 0 0	000000000000000000000000000000000000000	0	0 0 0	0 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion	0 0	0 0 0	0 0 0	0	0	0	0	0 0 0	000000000000000000000000000000000000000	0 0	0 0 0	0 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand	0 0 0		0 0 0	0 0	0	0	0	0 0 0 0 0	000000000000000000000000000000000000000	0 0 0	0 0 0 0	0 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension	0 0 0 0 0 0		0 0 0 0	0 0	0	0	0	0 0 0 0 0 0	000000000000000000000000000000000000000	0 0 0	0 0 0 0 0 0	0 0 0 0 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal	0 0 0 0 0 0 0		0 0 0 0 0 0	0 0	0	0	0	0 0 0 0 0 0 0		0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Disciplinary Warning	0 0 0 0 0 0 0 0		0 0 0 0 0 0 0	0 0	0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	000000000000000000000000000000000000000	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Disciplinary Warning Duty Hours	0 0 0 0 0 0 0 0		0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	000000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0
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Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Disciplinary Warning Duty Hours Evaluation/Appraisal Examination/Test	0 0 0 0 0 0 0 0 0		0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	000000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Disciplinary Warning Duty Hours Evaluation/Appraisal Examination/Test Harassment			0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	000000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Disciplinary Warning Duty Hours Evaluation/Appraisal Examination/Test Harassment Non-Sexual			0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	000000000000000000000000000000000000000		0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0
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Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal Disciplinary Warning Duty Hours Evaluation/Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Disability Reinstatement Religious Accommodation Retirement Sex-Stereotyping Telework Termination Terms/Conditions of Employment Time and Attendance			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 1 1 0 0 0 0 0	0 0 100% 0 0 0 0 0 0 0
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Findings After Heaving								_				
Findings After Hearing	0	0	0	0		٥	0	0	0	0	0	
Appointment/Hire	0	0	0			0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0		0	J	0	0	0	0	0
Awards	0	0	0	0		0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		0				٥	0	0	0	0	0	
Demotion	0	0	0	0		0	0	0	0	0	0	0
Reprimand	0	0	0	0		0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Discipinary Warning	0	0	0	0	_	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	_		0		0	0	0	0
Evaluation/Appraisal	0	0	0	0			0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100%	0	0	1	100%	0	0	0	. 0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100%	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0			0	0	0	0	0	0
Retirement	0	0	0	0		<u> </u>	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0		-	0	0	0	0	0	1 0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	100%	0	0	0	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0		0	0	0
Time and Attendance	0	0	0	0		0	0	0	0	0		0
Training	0	0	0	0		0	0	0	0	0	0	
Other	0	0	0	0		0	0	0	0	0	0	, 0
	U	U	U	U	U	U U	U	U	U	U	U	0
Findings Without Hearing	0	0	0	0	0	٥	0	0	0	0	0	
Appointment/Hire	0	0	0	0		0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	, 0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	U	0	0	0	0	U	U	U	0	0	0	0
Disciplinary Action		0					0					
Demotion	0	0	0	0		0	0	0		0	0	0
Reprimand	0	0	0	0		0	0		-	0	0	0
Suspension	0	0	0	0	_	0	0	0	0	0	0	0
Removal	0	0	0	0		0	0	0	0	0	0	0
Disciplinary Warning	0	0	0	0	_	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	_	0	0	0	0	0	0	0
<u>Evaluation/Appraisal</u>	0	0	0	0			0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0		-	0	0	0	0	1	. 100%
Sexual	0	0	0	0		0	0	0	0	0	0	0
Medical Examination	0	0	0	0		0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0		<u> </u>	0	0	0	0	1	. 100%
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	100%	0	0
Reinstatement	0	0	0	0			0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0		0	0	0	0	0	0	0
Sex-Stereotyping	n	n	n	0	_	n	0	0	n	0	n	0
Telework	0	0	0	0	0		0		0	0	0	
Termination	0		0	0		0	0	0	0	0	0	0
					<u> </u>	<u> </u>			<u> </u>			

Terms/Conditions of Employment	0	0	0	0	O	C	0	C	0	C	1	100%
Time and Attendance	0	0	0	0	C	C	0	C	0	C	0	0
Training	0	0	0	0	C	C	0	C	0	C	0	0
Other	0	0	0	0	C	C	0	C	0	C	0	0